

Responding to the New Diversity

The Choice is Ours

N.C. Human Relations Commission

Dr. Jerry Drayton, Chairman - Eddie W. Lawrence, Executive Director

N.C. Department of Administration

Katie G. Dorsett, Secretary

State of North Carolina

James B. Hunt, Jr., Governor

Developed by
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March 1999

These materials were funded by a grant from the Z. Smith Reynolds Foundation

Introduction

This information was developed by the North Carolina Human Relations Commission for the purpose of alerting leaders around the state to the impact of the New Diversity in North Carolina.

The preparation of this material was funded by a grant from the Z. Smith Reynolds Foundation.

Hopefully, our discussions today will start a dialogue that will lead to positive actions to improve relationships between the various racial and ethnic groups that make up our state.

Eddie W. Lawrence

Executive Director
NC Human Relations Commission

A Message from Governor James B. Hunt, Jr.

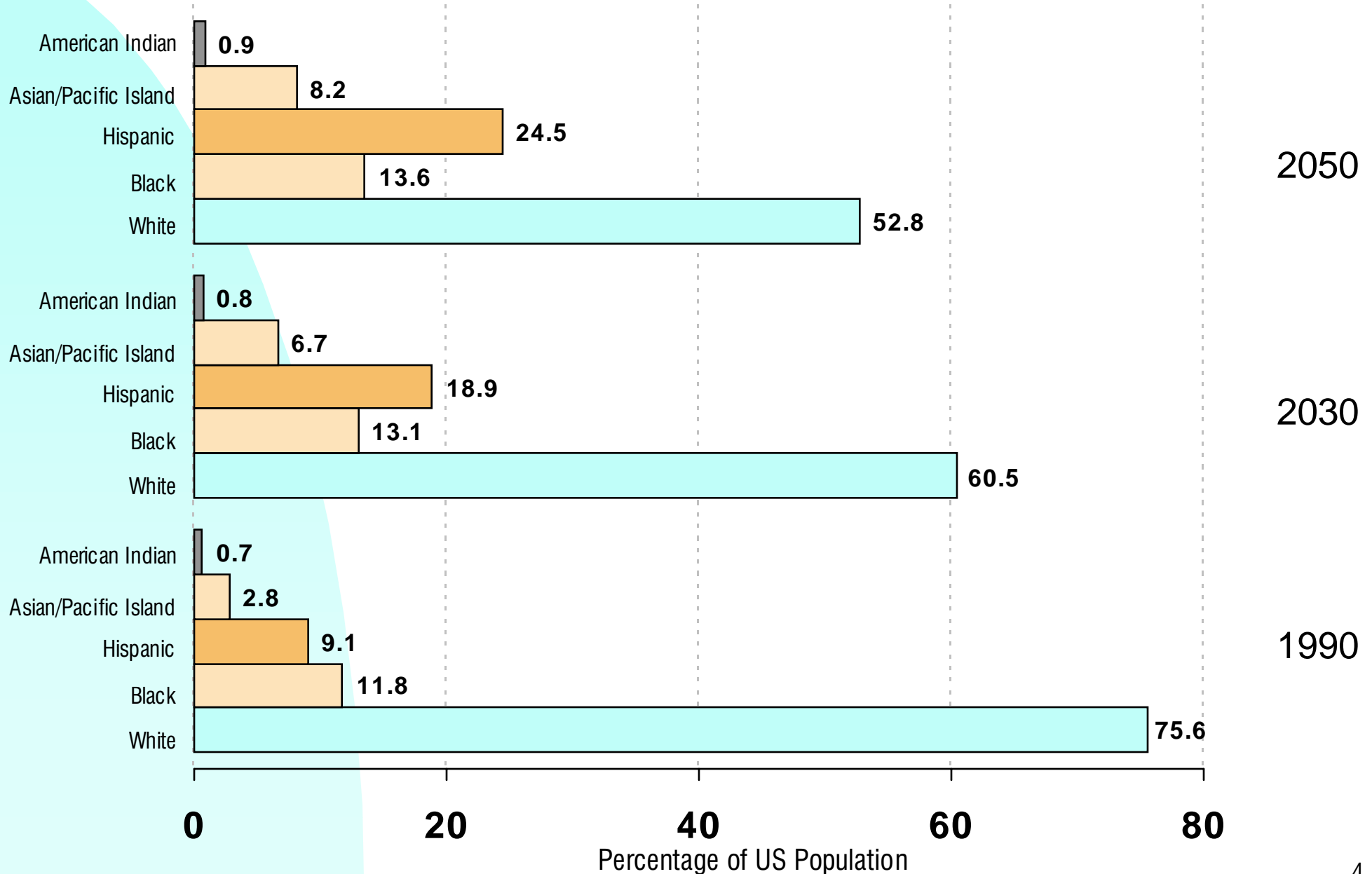
I want to congratulate the North Carolina Human Relations Commission on producing this training manual and helping to bring racial dialogue to the local level. Your efforts will be instrumental in helping us to reach a common goal - fostering better race relations among our people.

I believe that positive relationships between all racial and ethnic groups in North Carolina is critical to our continued social, economic and cultural progress. And I also believe that North Carolinians have the potential - if we work together - to make our state the leader in promoting good race relations.

This is my vision and my commitment as Governor. And my personal hope is that this discussion will lead to further dialogue and steps toward greater harmony among the diverse groups in our communities.

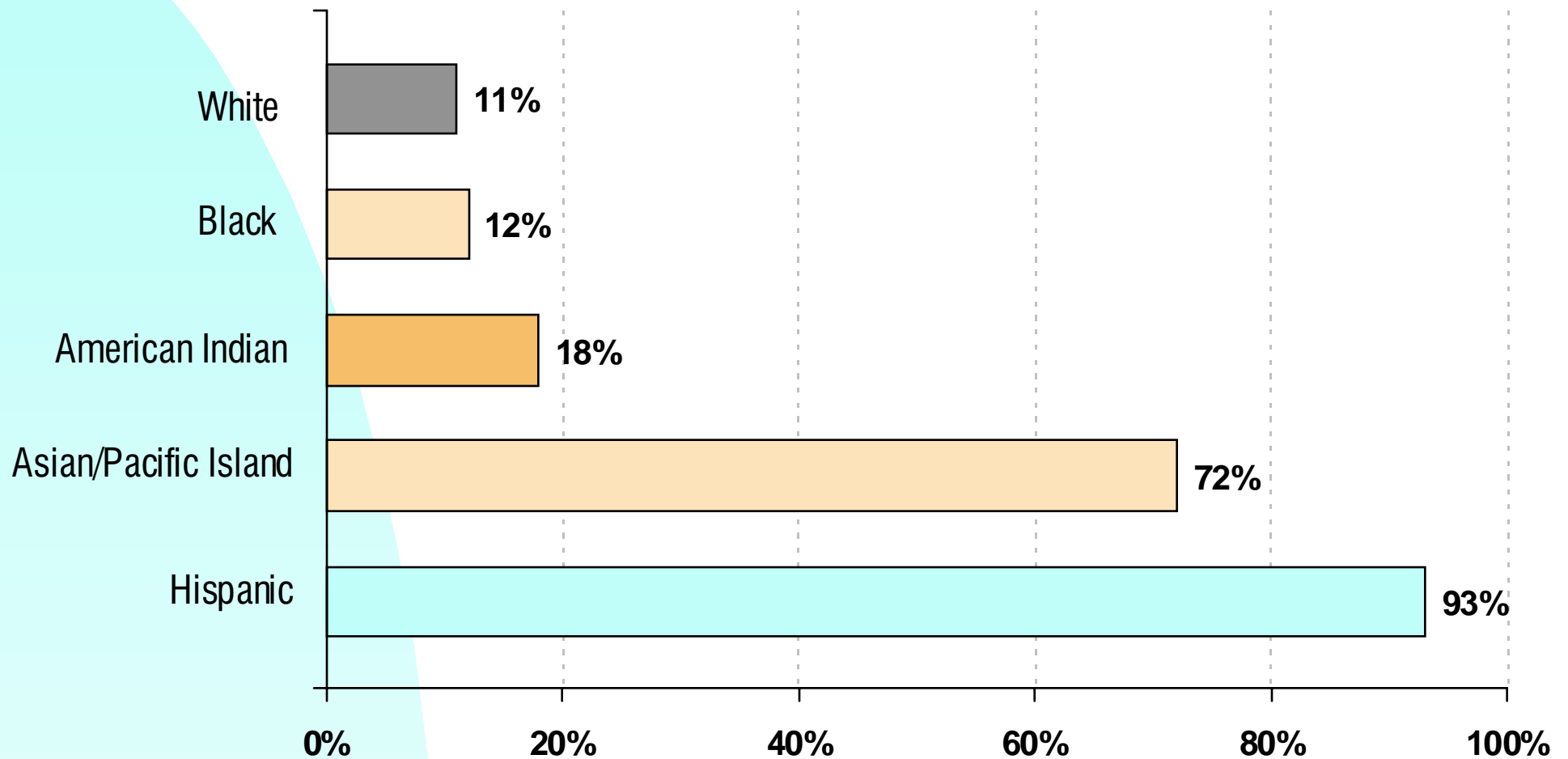
As a leader or participant in this dialogue, all of you are doing the right thing for North Carolina and you have my strongest personal support and best wishes for the success of your efforts.

US Population Composition 1990 - 2050

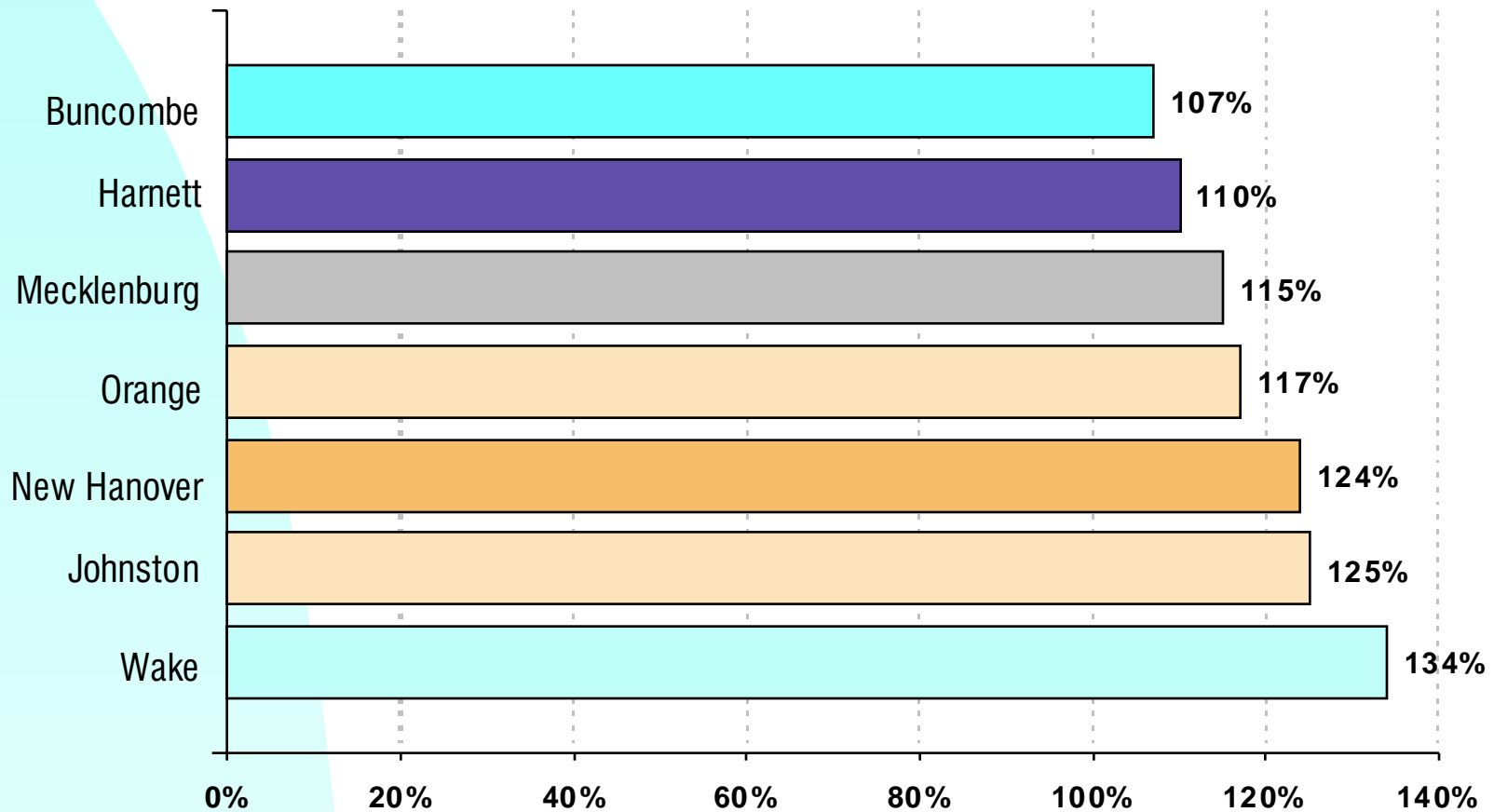


Growth Rate by Race in North Carolina

1990-1997



NC Counties with Fastest Growing Hispanic Populations 1990-1997



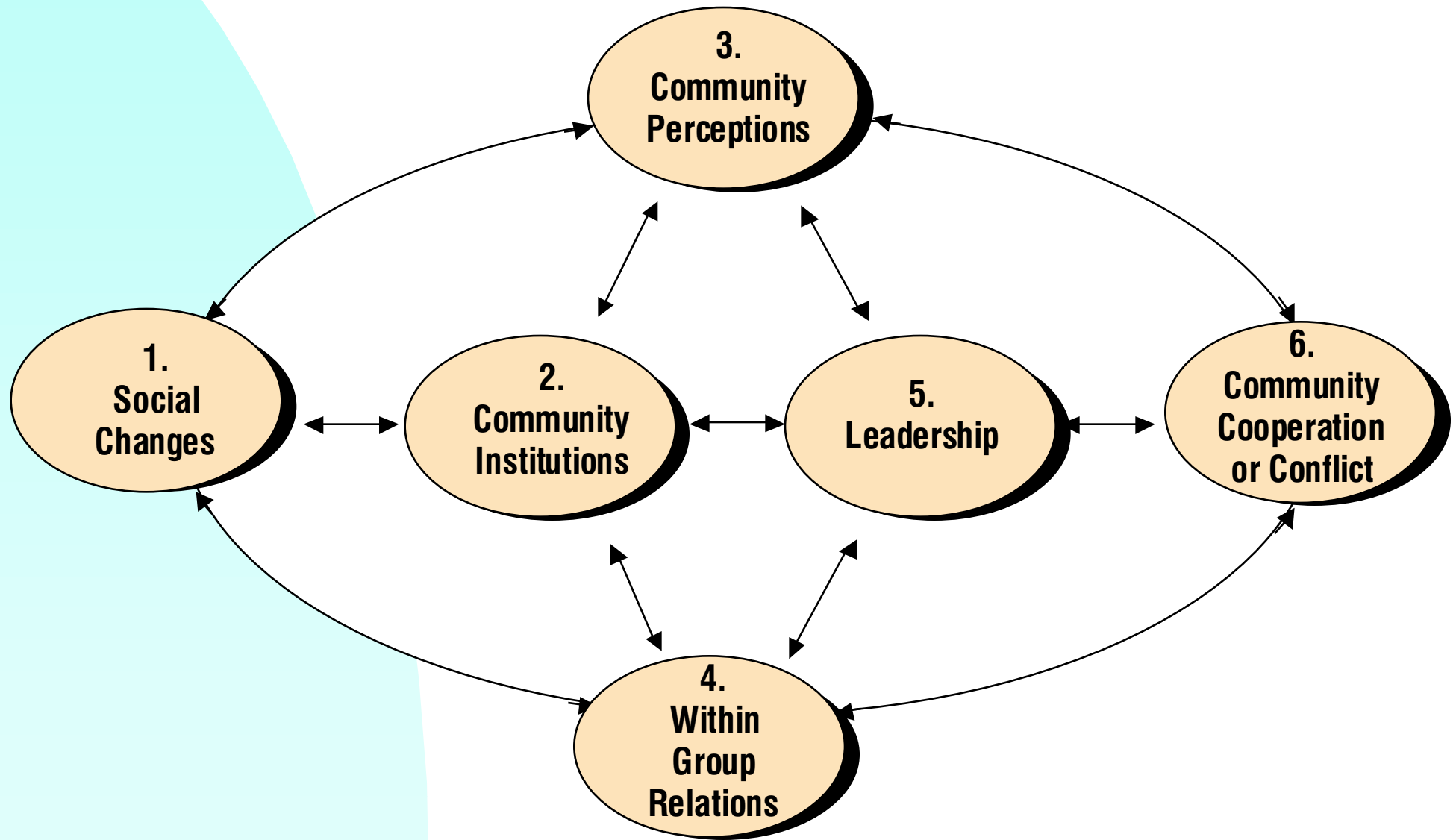
Counties in 1997 with at least 2000 residents of Hispanic origin

Discussion

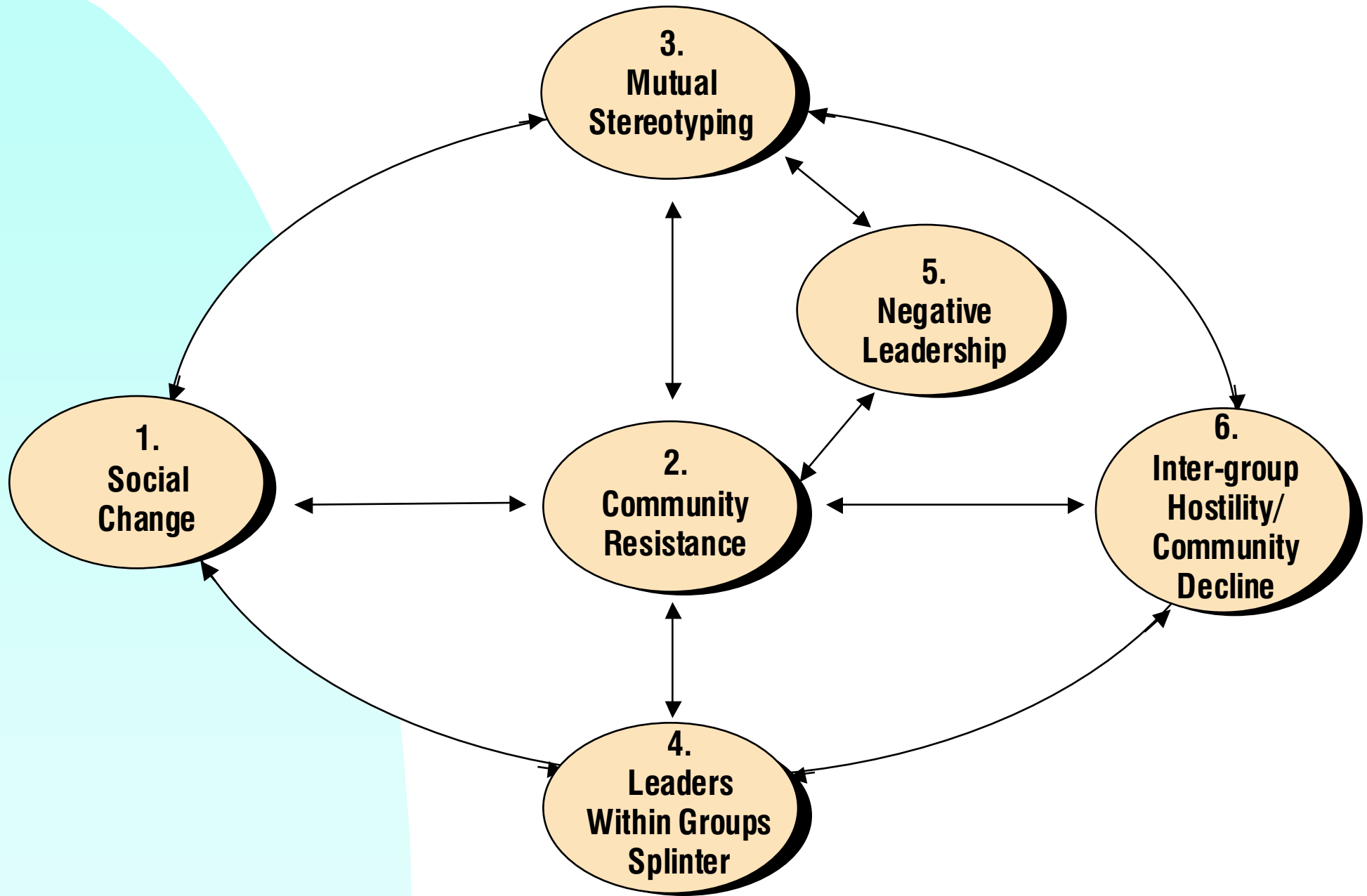


What changes in
population do you see
in parts of this
community?

Six Factors Influencing Human Relations in North Carolina Today



The “Vicious” Cycle of Inter-Group Relations

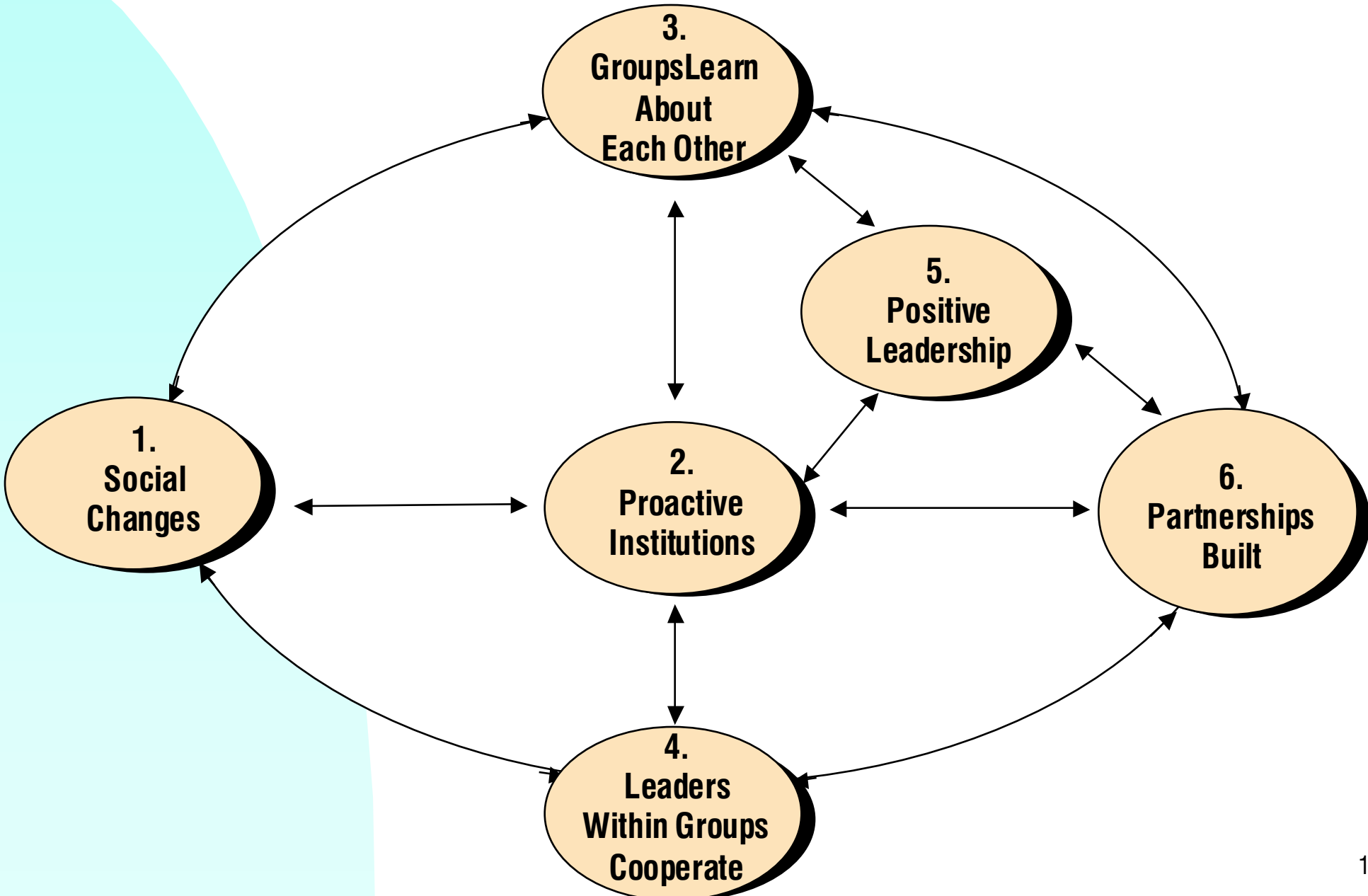


When a Community Develops Hostile Inter-Group Relations

- It is at a disadvantage in attracting investment and jobs
- Social resentments may result in an increase in crimes and a decrease in safety
- The quality of education declines because of the focus on racial tension, not on learning
- Public discourse is about conflict not progress

...and so on.

T



When a Community Develops Positive Inter-Group Relationships

- It has an advantage in attracting investment
- The schools are free to focus on learning
- There is a greater sense of personal and inter-group safety
- The quality of life for all is enhanced

The Choice Is Ours

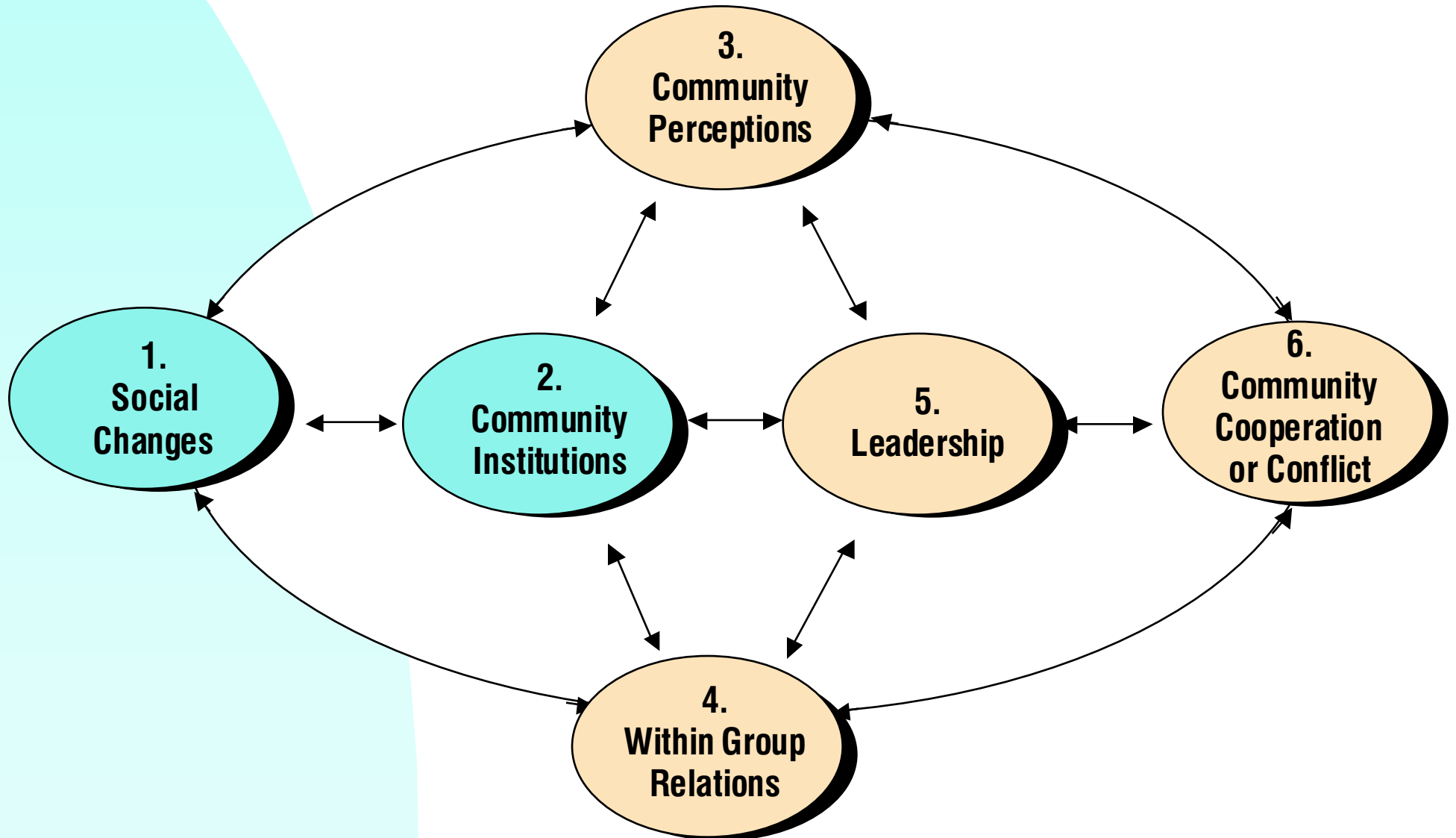


Will NC respond positively to diversity and reap the benefits of that choice?

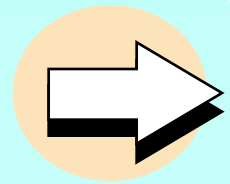
Or will we fail to rise to the occasion and lose what we have gained?

We will make this choice as a state and within each community by our actions.

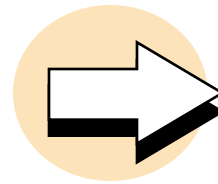
Six Factors Influencing Human Relations in North Carolina Today



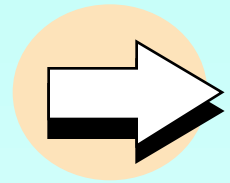
Benefits Attributed to the New Diversity



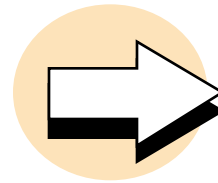
Needed Labor



Cultural Richness



Technical Expertise



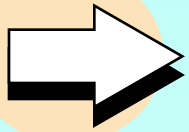
More people to buy
goods and services



The buying power of NC minorities in 1996
was over \$20 billion.

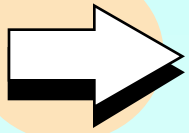
Problems Attributed to the New Diversity

Impact on Community Institutions



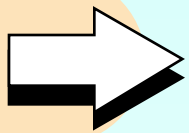
Housing

Wealthier immigrants from other states bidding up housing prices in rural poor communities



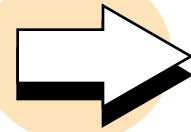
Schools

Cost of ESL programs competing with other pressing school needs



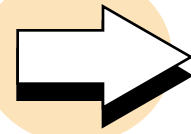
Government

New groups may not feel involvement in decision-processes or in understanding how local government works



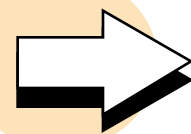
Employment

Competition for low wage jobs among less educated Whites, Blacks, and Latinos



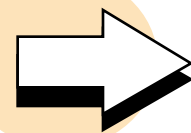
Policing

Criminals may prey on the new populations



Human Services

Language, cultural barriers to being served



Inter-group Tensions

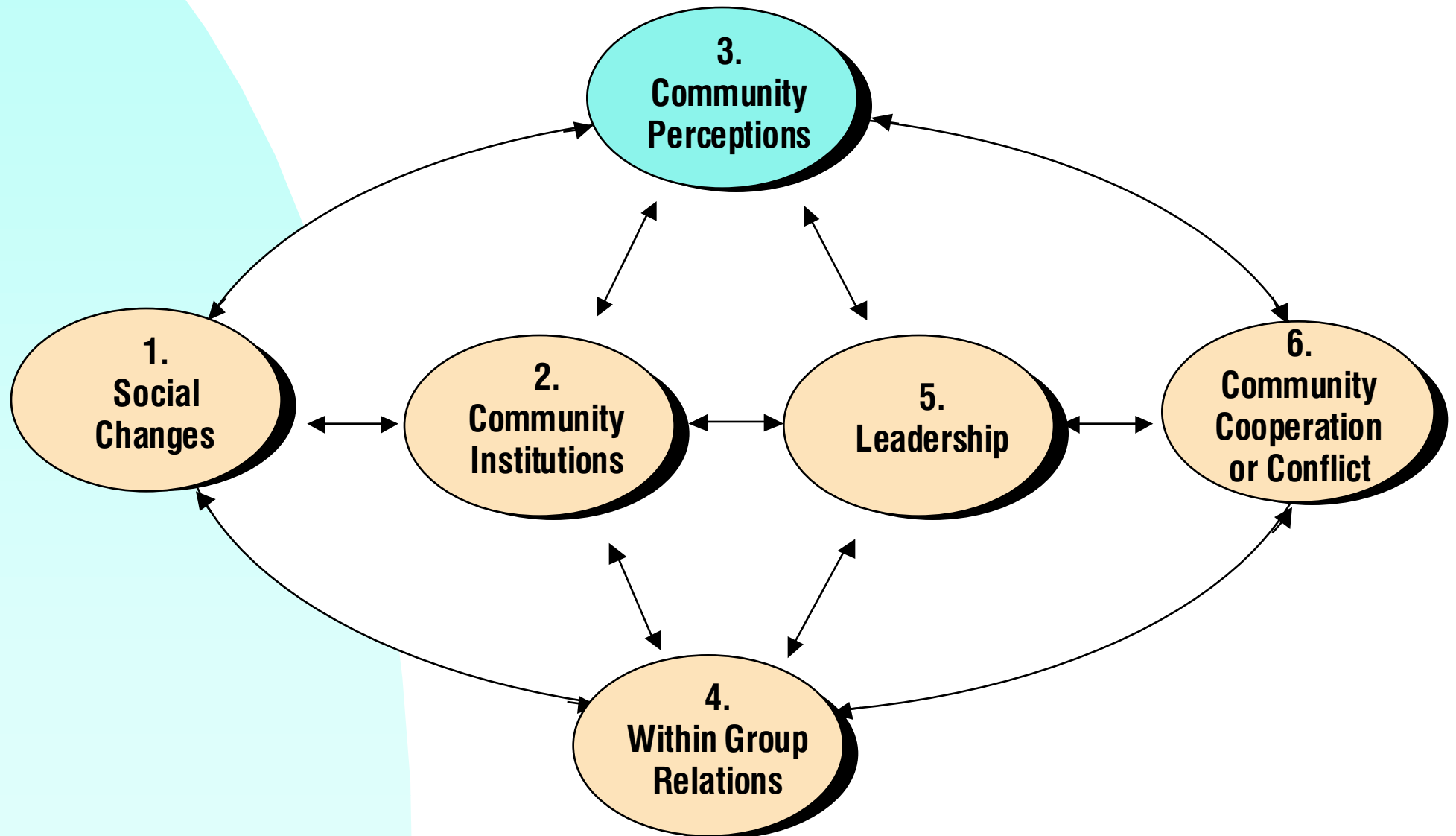
Anxiety about “the new pecking order” of races and ethnic groups

Discussion



What are the positive and negative impacts you are currently seeing in this community from the new diversity?

Six Factors Influencing Human Relations in North Carolina Today



C Community Perceptions: History Matters

“Those who ignore history are
condemned to repeat it.”

---George Santayana

SSelected Historical Events

Reflecting Race Relations in the U.S.

1619	First Slave Ship comes to Virginia
1836	Trail of Tears
1846	U.S.-Mexican War
1865-70	13th, 14th, & 15th Amendments to the Constitution
1882	Chinese Exclusion Act
1890	Massacre at Wounded Knee
1896	Plessy Vs. Fergusson: Jim Crow Laws
1924	End of Unrestricted Immigration from Europe
1924	Native Americans gain right to vote
1942-45	Internment of the ethnic Japanese by U.S. Government
1954	Brown Vs. Board of Education: School Desegregation
1964-65	Civil Rights Act, Voting Rights Act
1968	Death of Martin Luther King, Jr.
1970-90	Era of Affirmative Action

Discussion



What are the dates and events in the distant and recent past that have shaped group perceptions in this community?



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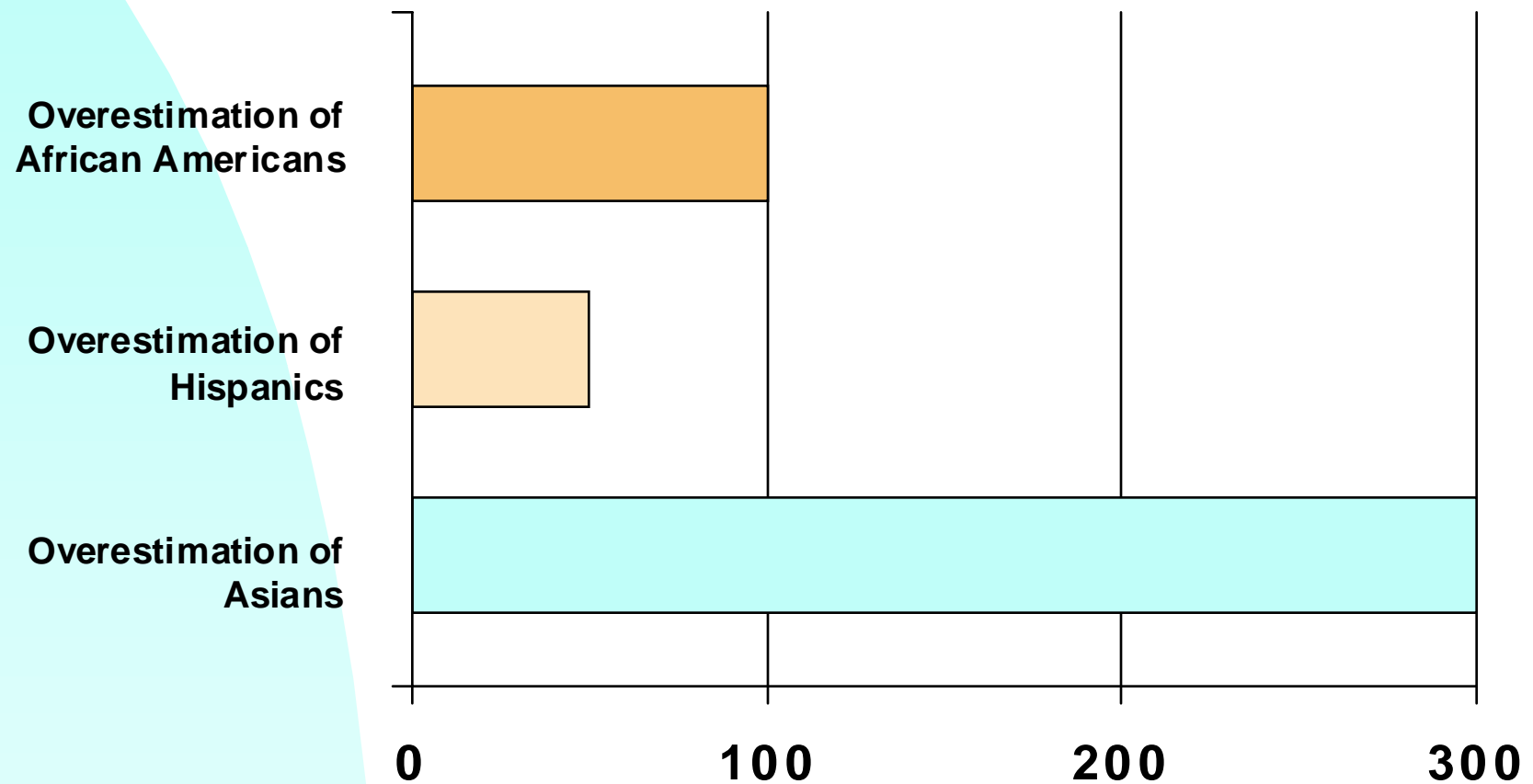
Do not print for slide presentation.

Are Blacks and Whites Treated Equally?

	Whites say "Yes"	Blacks say "No"
In getting a job for which they are qualified	68%	70%
By law enforcement officers	65%	64%
By the courts	60%	65%
For scholarships, jobs, and promotions for which they are qualified	40% say Blacks favored	74% say Whites favored

Source: 1993 ZSR Poll

Population “Guestimates” Way Off 1995

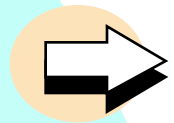


Discussion

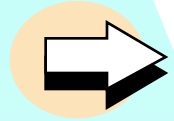


What are the perception gaps and distortions of reality that might be currently emerging between the races in this community?

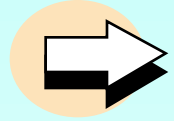
Despite These Perceptions, Our Basic Needs Are Not Different



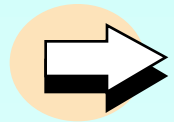
Good Jobs



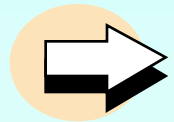
Effective Education



Accessible Healthcare



Adequate Housing



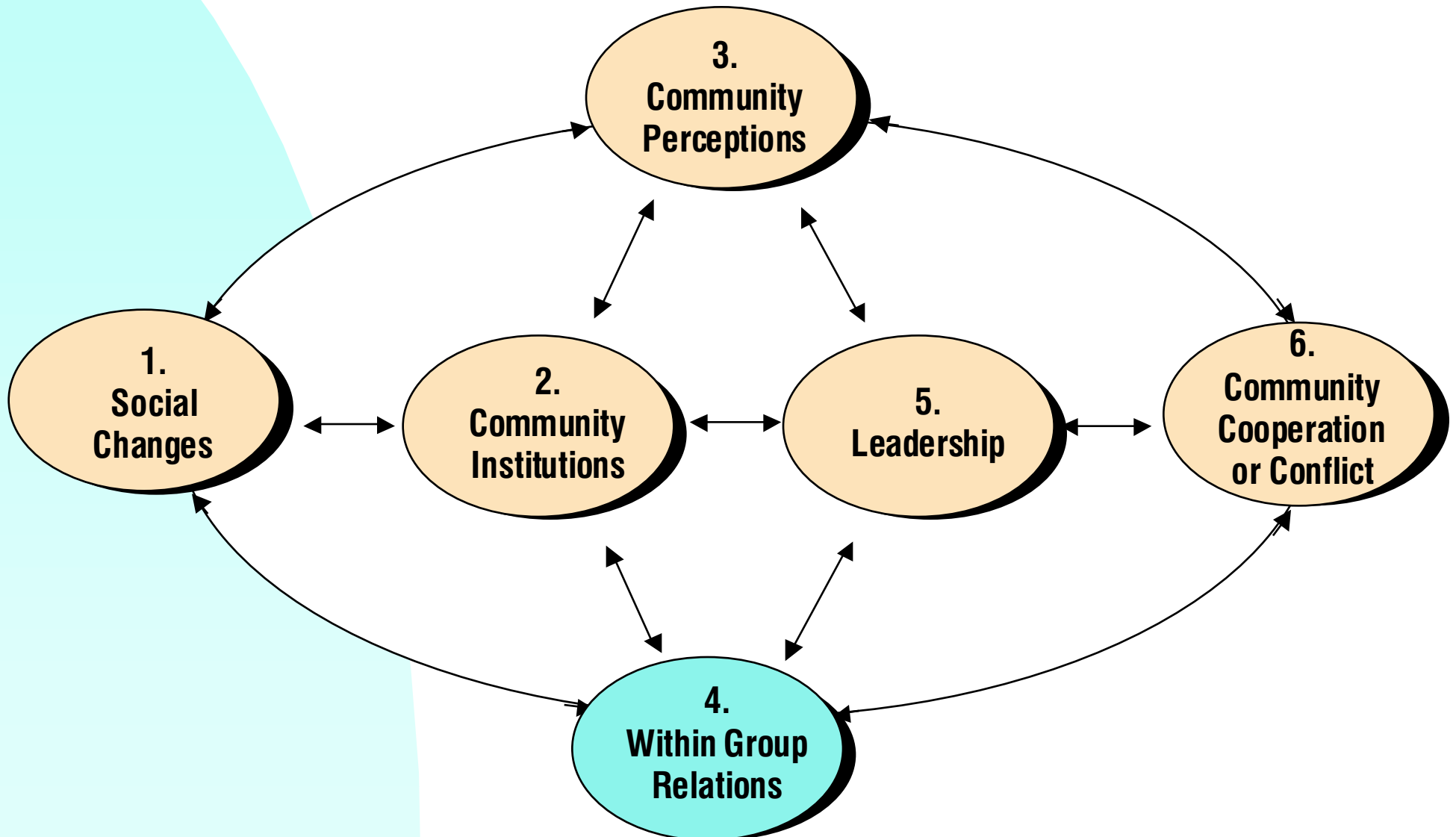
Things that make a good life for families
and individuals possible

Racial Attitudes Have Improved Overall

The 1993 Z. Smith Reynolds Study reported that a vast majority of Blacks and Whites surveyed

- *subscribed to the belief that there should be equal opportunity regardless of race*
- *disagreed that any race had an inherent superiority*

Six Factors Influencing Human Relations in North Carolina Today



CComments from African Americans

Within group differences explored at the
1997 NC Human Relations Regional & State Wide Meetings.

We hold many different views and opinions which vary with age, education, economic status, and other factors. We follow a variety of leaders. When it comes to racial dialogue, we have some who want to placate and not 'rock the boat', some who want to negotiate, some who want to separate, and some who want to cooperate and develop partnerships."

CComments from Native Americans & Latinos

Within group differences explored at the
1997 NC Human Relations Regional & State Wide Meetings.

Native American leaders said,

“Don’t assume that all Indians are alike. There are over 400 different tribes and as many languages.”

Latino leaders said,

“Understand that Latinos have different views about racial dialogue; some want to assimilate, some want to remain separate, and many are just concerned about survival. Don’t assume that we are all Mexicans. We are from about 30 different countries and many different cultures within those countries, some of which are rural and others which are urban.

Comments from Whites

Within group differences explored at the
1997 NC Human Relations Regional & State Wide Meetings.

Appreciate that Whites differ in their attitudes toward racial dialogue; some are still separatists --- even hostile, some favor positive inter-group relations, but do not feel the need to get involved or change things, and some see the need for closer cooperation and interactions between groups.

Whites seldom get together and talk about our differences toward racial dialogue. Appreciate that Whites are a very diverse group politically, religiously, and ethnically.

While some Whites feel a sense of guilt and privilege, and are sympathetic to minority concerns. Many others believe they “did it on their own” and, therefore, resent minorities “who they think want things given to them”.

Discussion

What are the different group views that are present in this community?



Among Whites/European Americans?

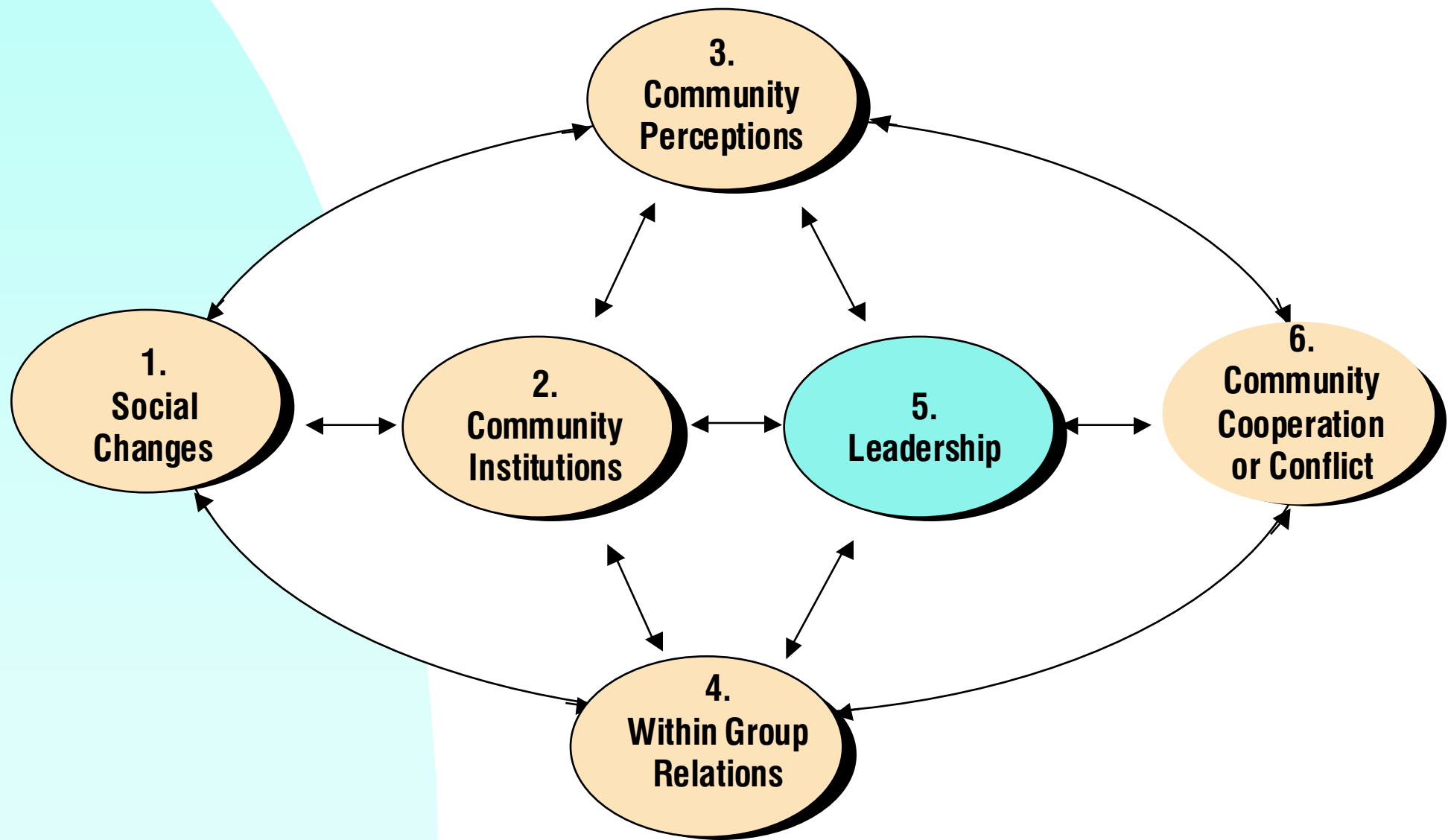
Among African Americans?

Among Native Americans?

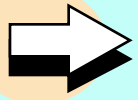
Among Asian Americans?

Among Hispanic Americans?

Six Factors Influencing Human Relations in North Carolina Today

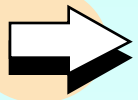


Kinds of Leadership Required for Effective Inter-Group Relationships in a Community



Sponsoring Leader

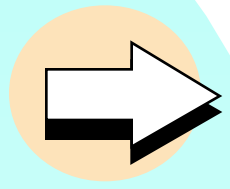
A sponsoring leader has the formal power to legitimize and support the dialogue; to get people to “come to the table”.



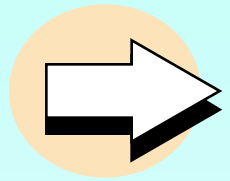
Facilitative Leader

A facilitative leader has the skill, willingness, and connections to broker and facilitate actual dialogue.

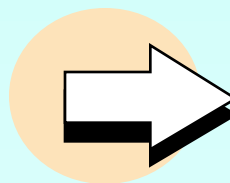
Qualities of an Effective Sponsoring Leader for Human Relations



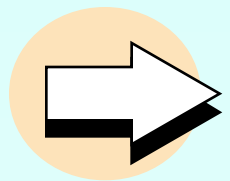
Belief



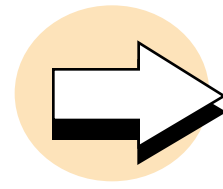
Responsibility



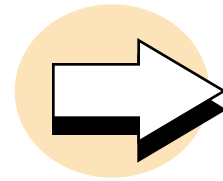
Did the homework



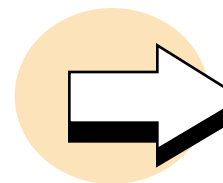
**Appreciates the
bridge builders**



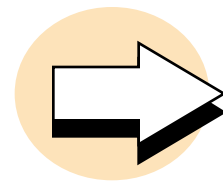
Willing to confer



Willing to commit time

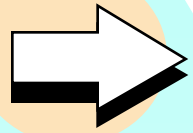


Has leverage

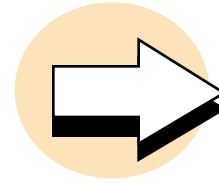


Leads by example

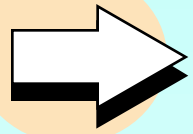
Qualities of a Good Facilitating Leader



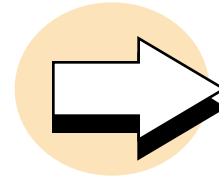
Understands the need



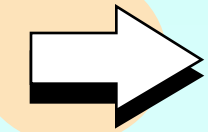
Has training and experience



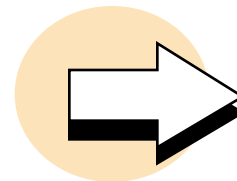
Understands their role



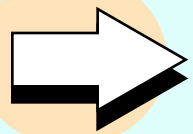
Is trusted by leaders



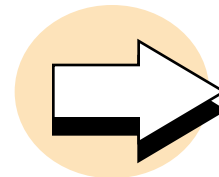
Has good rapport with the community



Has time and energy



Is persuasive & confident



Operates with integrity

Facilitating and Sponsoring Leaders Can Suffer From Burnout

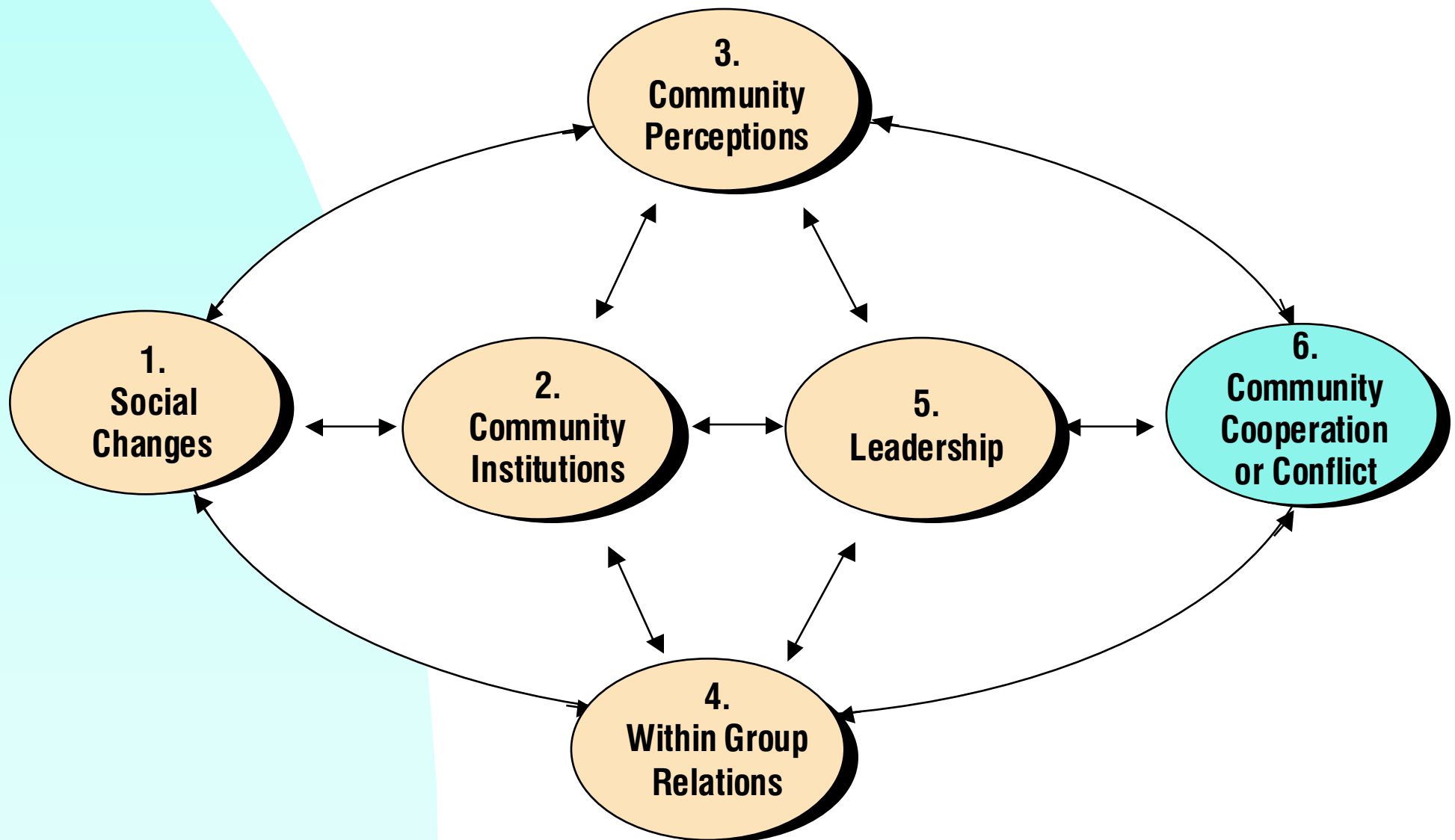
- Over-reliance on one or two people
- Tension of being between conflicting groups
- Going out on a limb
- Excessive time demands
- Lack of training
- Lack of recognition and support
- Supporters wanting quick fixes
- Sub-group tensions

Discussion



Who are the
sponsoring and
facilitating leaders in
this community?

Six Factors Influencing Human Relations in North Carolina Today



Four Major Activity Areas for Improving Community Relations

A

Inter-Group Awareness & Contact

B

Leadership & Media

C

Partnership Building

D

Community-wide Action

A. Inter-Group Awareness & Contact

1 Citizen Awareness of Changes

2 Monitor Attitudes

3 Opportunities for Dialogue

4 Opportunities for Interaction & Sharing

B. Leadership & Media

- 1 Positive Media Involvement
- 2 Grass Roots Leadership Training
- 3 Community Leader Forums
- 4 Institutional Leadership Development

C. Inter-Group Partnership Building

1 Inter-Group Dialogue

2 Inter-Group Partnership

3 Political Participation

4 Culturally Competent Institutions

D. Community Action & Support

1 Inter-Group Forum

2 Financial Support

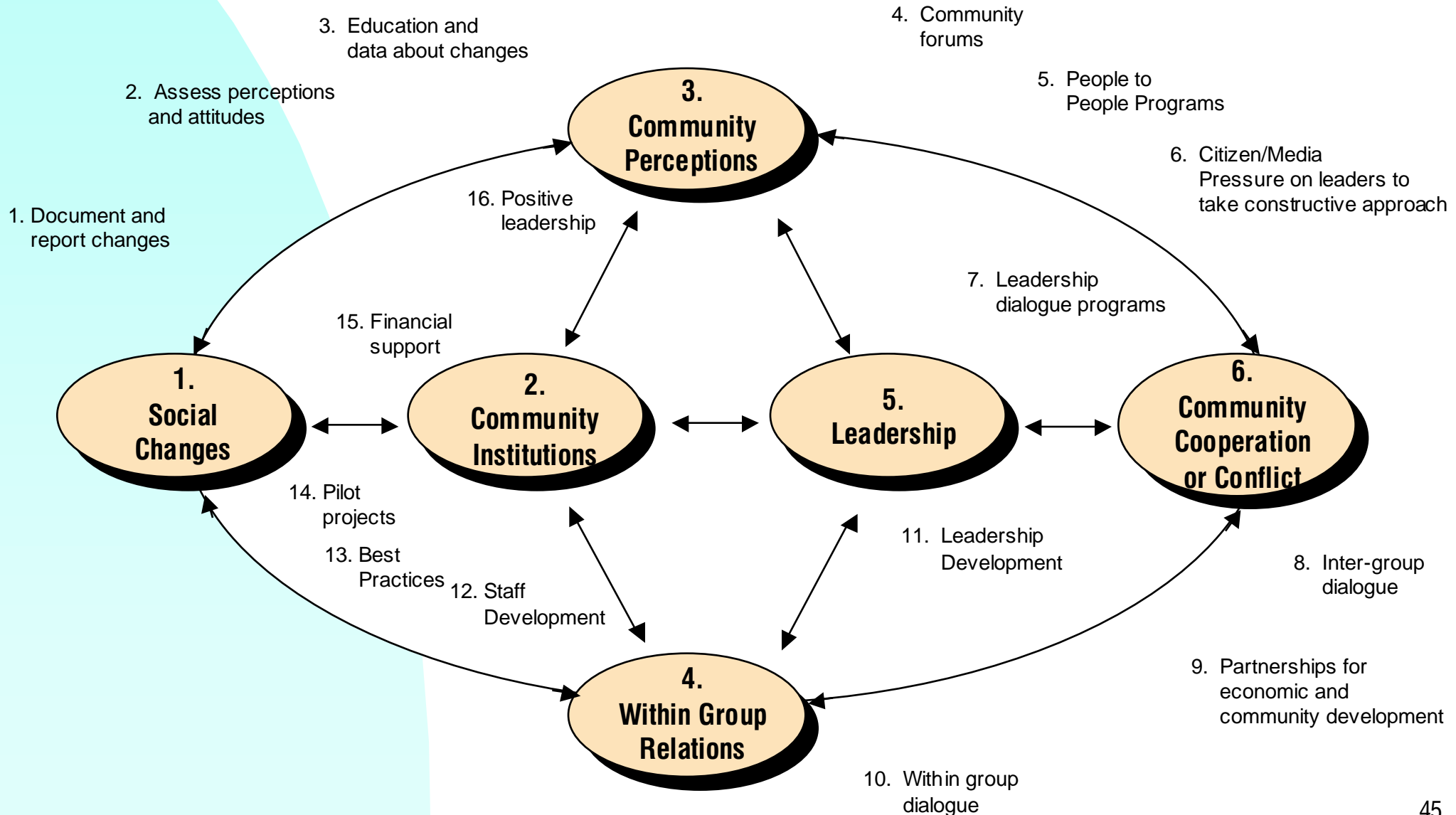
3 Bridge Builder
Development

4 Best Practices

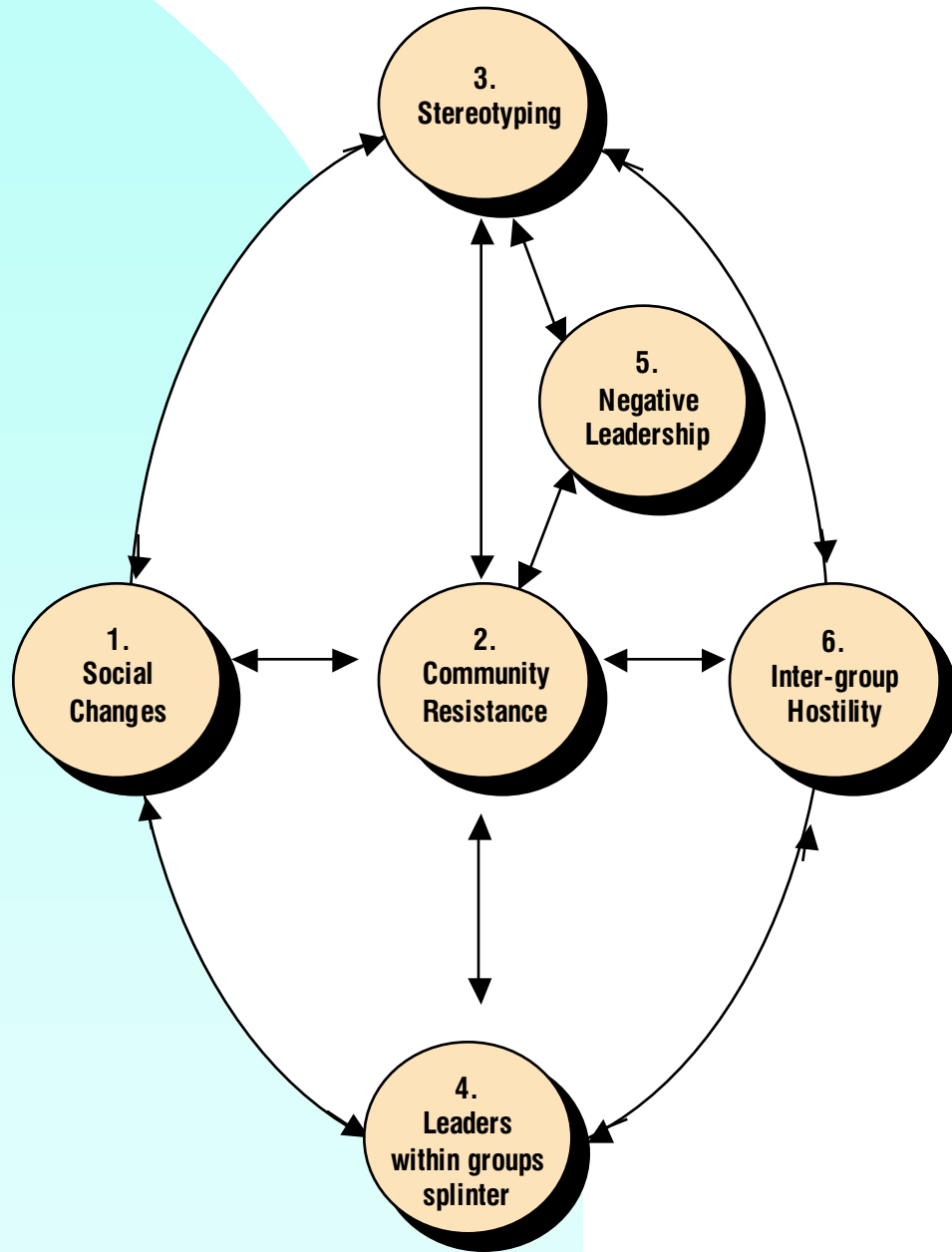
5 Vigorous
Prosecution of
Hate Crimes

6 Healing and
Reconciliation
Efforts

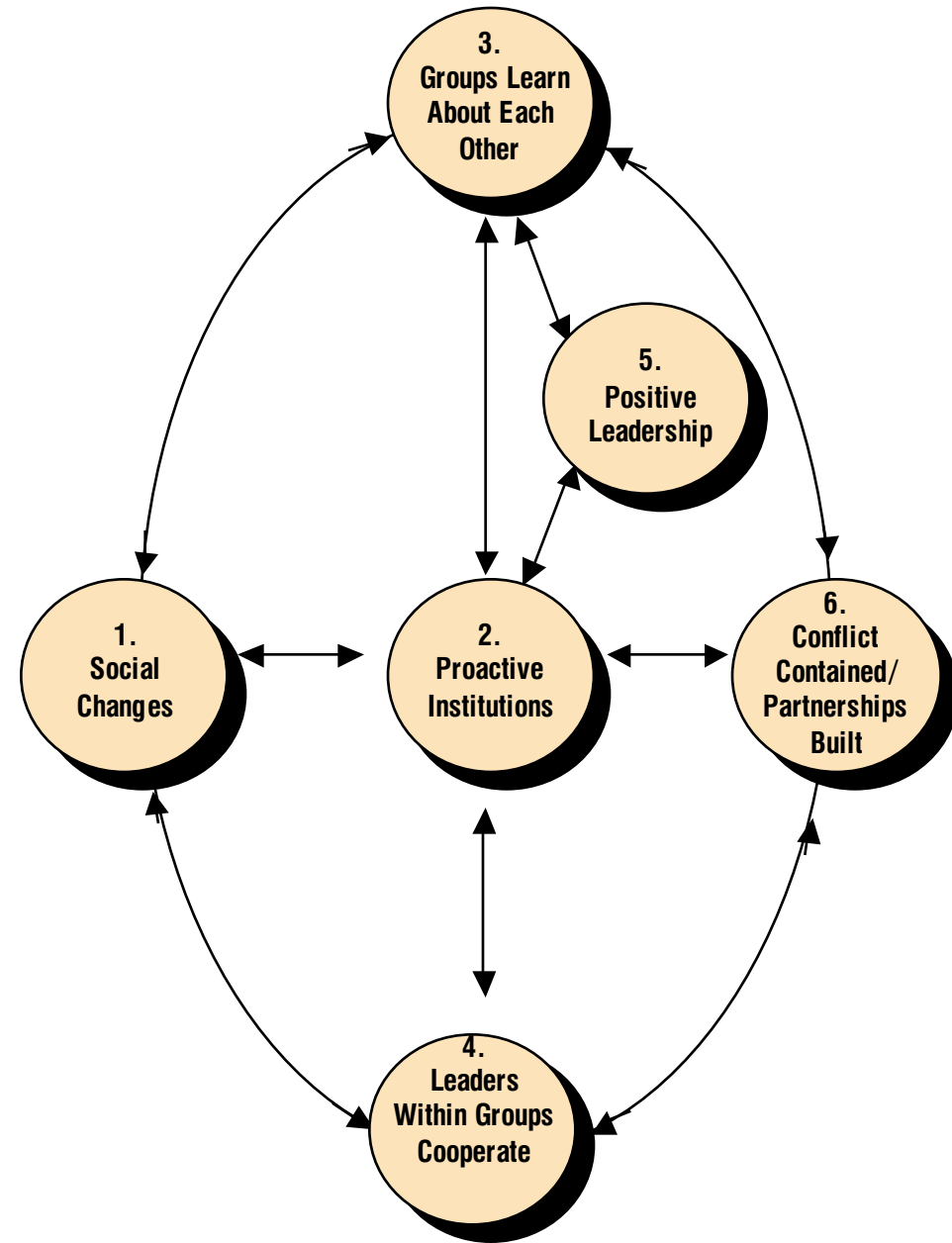
What Can We Do to Improve Inter-Group Relationships?



The “Vicious” Cycle



The “Virtuous” Cycle





The Impact of Diversity

The Choice IS Ours.